

ANZBMS Research Sub-Committee Terms of reference

Background:

This sub-committee has traditionally consisted of a Chair and 7 members that represent the breadth and diversity of both basic and clinical research undertaken by ANZBMS members. They provide recommendations and reports to ANZBMS Council regarding matters relating to bone and mineral research activities, research administration/governance and research funding linked to the society. They also play an integral role in coordination of the ANZBMS Awards process associated with the Annual Scientific Meeting.

Governance Framework for Research Sub-Committee:

The Committee has a responsibility to:

Impartially represent the research active members of ANZBMS to Council and, through Council, any external organizations that are responsible for policy and funding decisions that may impact on Society members.

Membership:

The Research sub-committee should consist of research-active members that sample the breadth of research activity that occurs within the Society. A balanced representation from basic scientists, clinical researchers and allied health researchers should be a goal of appointment selection. Members should be recruited from each Australian State and include one member from New Zealand. The ANZBMS Council appoints Co-Chairs to the committee (one clinical researcher and one non-clinical researcher). The chair may not serve more than two consecutive two-year terms.

Purpose/Objectives

Ensure the needs of the ANZBMS community are appropriately and clearly articulated to organizations that make decisions and set policies that will impact on the research activities of the Society members. Examples include NHMRC, ARC, Osteoporosis Australia, Arthritis Foundation, Australian Institutes of Health and Welfare and Australia Bureau of Statistics. The objective is to increase awareness of Bone and Mineral research activities and improve the research environment for ANZBMS members.

Liaise with and assist aligned organizations to achieve high quality Bone and Mineral Research funding decisions. Example is provision of a Committee member to serve on the assessor panel for the Osteoporosis Australia Amgen Award.

Ensure the ANZBMS Awards process is performed with integrity and objectivity. The committee has responsibility for administering the ANZBMS Awards process in conjunction with the Annual Scientific Meeting.

The Chair of the Research committee will attend the Annual General Meeting of the Australian Society of Medical Research (ASMR).

Frequency of Meetings

Communication is on an 'ad hoc' basis and generally via group email strings that are coordinated and led by the Chair.

Reporting

The committee reports via the Chair, to ANZBMS Council in writing.

Review and Amendment:

The role and function of the Committee and the terms of its members will be reviewed every 2 years by ANZBMS Council and the Chair of the research sub-committee.

Research Committee

Tania Winzenberg and Tuan Nguyen (Co-Chairs)

Representative fro

Jiake Xu

David Findlay

Dorit Naot

Jackie Center

Mark Forwood

Sharon Brennan

Code of conduct for ANZBMS Council and Committees¹

ANZBMS is committed to be productive and inclusive for all members and staff, regardless of age, ethnicity, race, gender identity or expression, sexual orientation, disabilities, religion, marital status, or any other reason unrelated to professional performance. We require all members of Council, all Committee members, and ANZBMS employees to abide by this Code of Conduct.

ANZBMS Council and committees are central to professional training and networking in our discipline. Consequently, they are an extension of the workplace environment. As such, all university, or institutional rules regarding appropriate behaviour apply in these contexts. The ANZBMS will not tolerate harassment of participants, or staff, in any form, nor will ANZBMS tolerate victimisation of complainants for reporting of misconduct.

Please follow these guidelines:

- All communication should be appropriate for a professional organisation including people of many different backgrounds.
- Sexist, racist, or exclusionary comments or jokes are not appropriate; this includes offensive comments or images related to gender, sexual orientation, disability, physical appearance, body size, race, or religion.

¹ This code of conduct is based on the "London Code of Conduct" designed for the conference "Accurate Astrophysics. Correct Cosmology", 2015, and on the American Association of Physical Anthropologists and the Society for Vertebrate Paleontology 2019 Codes of Conduct

- Behaviour that is acceptable to one person may not be acceptable to another. Use discretion to ensure that words and actions communicate respect for others. This is especially important for those in positions of seniority, as those in more junior positions may be reluctant to express their objections or discomfort regarding unwelcome behaviour.
- Use ANZBMS property and money efficiently, carefully and honestly with due authorisation and without misappropriation
- Treat everyone with respect and courtesy and without discrimination or harassment. Harassment is repeated behaviour that is directed at an individual, or group, and is offensive, humiliating, intimidating or threatening. Harassment can include inappropriate physical contact, sexual attention or innuendo, deliberate intimidation, stalking, and photography or recording of an individual without consent. Sexual Harassment is unlawful under the *Sex Discrimination Act 1984* (Cth).
- Conflicts of interest, whether personal or professional, should be declared at the start of any meeting of the Council or Committees.

Participants in ANZBMS Council and our Committees who are asked to stop any inappropriate behaviour are expected to comply immediately.

Council or Committee members violating this code of conduct may be asked to resign from the Council or Committee(s).

Australian and New Zealand Bone and Mineral Society Equity, Diversity and Inclusion Policy

In adherence to the ANZBMS Equity, Diversity and Inclusion Policy, this sub-committee will proactively reflect on and embed processes that ensure all responsibilities and activities promote and address equity, inclusion and diversity matters relevant to the sub-committee's responsibilities.